

## **Position Specification**

### **Pediatrics, Clinical Education Director**

**Washington State University, Elson S. Floyd College of Medicine- Spokane, WA**

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#### **Opportunity:**

The Elson S. Floyd College of Medicine (ESFCOM) at Washington State University is a next generation, community based medical school designed to train students to be physician leaders, who innovate, adapt and discover in an ever-changing healthcare landscape. The School seeks a **Clinical Education Director for Pediatrics** to join the medical education team in preparing insightful and compassionate physicians that will lead and advance the delivery of care.

This is an opportunity to lead the development, design, coordination and implementation of the medical school curriculum across all four years in the specialty of pediatrics, a role that will critically influence and shape the quality and strength of our future physician workforce. The incumbent joins colleagues with a passion for education, working collaboratively in an environment that supports innovation and leadership.

The incumbent will also collaborate with the clinical site directors and teaching faculty to create clinical education experiences where such experiences will add significant value to student learning and competency.



Washington State University has delivered advanced education to diverse communities across the state for more than 125 years. Its new medical school leverages that experience by training physicians to deliver health care to Washington's underserved communities, achieving new milestones in medical research, innovation, interprofessional education and delivering patient-centered care. Accredited in October 2016, the school will welcome its first class of 60 in August 2017.

This community-based model of medical education equips future physicians to become leaders in a rapidly changing health care landscape. See what it takes to train tomorrow's health care leaders! Find out more at [www.medicine.wsu.edu](http://www.medicine.wsu.edu).

## **The Position:**

**Reporting Structure:** The Clinical Education Director for Pediatrics will report to the Medical Education & Clinical Sciences Chair for all matters pertaining to curriculum and medical student education.

## **Position Summary**

Responsible for the development, design, coordination, and implementation of the curriculum in his/her respective specialty for the Elson S. Floyd College of Medicine, fostering a positive and inclusive academic environment for student. Additionally, the incumbent assures comparability of educational experiences and equivalency of student assessment across all campuses. S/he will collaborate with college leadership to ensure vertical integration of the curriculum across the continuum of the medical education degree program. The incumbent will also collaborate with the clinical site directors and teaching faculty to create clinical education experiences where such experiences will add significant value to student learning and competency.

## **Key Responsibilities**

- Develop clinical learning objectives and activities, and assure that objectives are consistent with the goals/outcomes of the Elson S. Floyd College of Medicine across the continuum of the curriculum for all years.
- Work with faculty including Clinical Education Specialist practitioners to prepare clinical objectives and modules for preview and approval by the Curriculum Committee.
- Work with faculty including Clinical Education Specialist practitioners to design specific clinical curriculum components, modules, cases, and other learning activities.
- Review and finalize the curriculum website for the discipline so that it contains the necessary communications and information for all learners.
- Assist in the recruitment of faculty at regional campuses or affiliate sites, and provide orientation and direction for duties as necessary.
- Ensure the continuity and integration of information technology applications into the clinical curriculum.
- Monitor and supervise the delivery of the curriculum in his/her specialty by the regional campus or affiliate Site Director and faculty.
- Develop and/or review all questions for examinations and evaluations prior to utilization within the area of responsibility.
- Monitor educational quality to assure comparable learning experiences across campuses and affiliate sites.
- Monitor evaluations and student performance, to assure high quality experiences and learning outcomes.
- Review student evaluations of faculty and assist in the formulation of remediation and faculty enhancement as necessary.

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- Monitor performance data across campuses and affiliate sites to ensure comparable student experiences and compliance with the learning objectives.
- Serve on Curriculum Committee with other Education Directors to ensure cross-disciplinary learning experiences and integration of information across activities.
- Assign student grades based on student assessment information provided by faculty, regional campus directors, and student performance data.
- Assist site directors, if needed, in counseling students who are having difficulty achieving learning objectives and work with faculty in the formulation of remediation plan.
- Participate in the design, development, and approval of elective experiences in his/her clinical area.
- Participate in medical student teaching of the medical curriculum for all years.
- Model professionalism and leadership.
- Foster diversity and inclusion and supports inter-professionalism.
- Promote a positive work/learning environment in all academic and clinical settings.
- Contribute to building strong relationships with COM stakeholders and constituents.
- Supports philanthropic development activities on behalf of the COM as directed by the Dean.
- Stay abreast of medical education trends and pedagogy best practices.
- Travel to the COM's campus locations throughout the state.

## **The Candidate:**

### **Required Qualifications**

- Doctor of Medicine (MD) or Doctor of Osteopathic Medicine with Board Certification in his / her specialty.
- Three or more years' clinical patient care experience in his/her specialty.
- Experience teaching medical students in clinical settings.

### **Preferred Qualifications**

- Understanding of educational pedagogy as it relates to the clinical sciences.
- Experience developing medical school clinical courses.
- Experience leading or managing professionals in a complex organization.
- Proven experience in management of multiple initiatives and multiple sites.
- Academic faculty status at allopathic or osteopathic medical school.
- Experience with LCME and/or other accrediting bodies.
- Experience working with diverse students or diverse populations, especially in rural and under-served areas.

## **Essential Work Competencies**

### **Knowledge, Skills, Abilities:**

- Demonstrated creative problem solver, with ability to innovative and build consensus around proposed solutions
- Strong verbal and written communication skills with proficiency in the use of social networking technology
- Proven ability to work as a partner with a variety of constituents
- Strong interpersonal skills
- Outgoing personality with proven ability to advocate for change
- Ability to provide assistance with a high degree of customer service.
- Ability to effectively handle multiple, complex issues effectively and in a timely manner. Excellent interpersonal, written and verbal skills.
- Demonstrated experience analyzing complex issues, conducting thorough and appropriate fact finding, reasoning logically, and articulating sound solutions.
- Demonstrated collaborative work style.
- Ability to establish and maintain effective working relationships with peers, co-workers, students, supervisors, and department heads.
- Commitment to Diversity – an understanding and appreciation of the benefits of a diverse workplace and the knowledge of how to shape processes and procedures that reflect and enhance the diversity of the WSU communities.

## **Founding Chair, Department of Medical Education and Clinical Sciences**

### **Dr. Joshua Jacobs**



**Dr. Joshua Jacobs** is a physician and Fellow of the American Academy of Family Physicians who, since August 2013, has been leading several national initiatives as a Senior Director at the Association of American Medical Colleges (AAMC). His responsibilities include oversight of the Visiting Student Application Service (VSAS), Global Health Learning Opportunities (GHLO), integration of AAMC services including MCAT, application services to medical school (AMCAS) and residency (ERAS), and several others. He holds an academic appointment as Adjunct Professor at the Uniformed Services University of the Health Sciences (USUHS) and Associate Clinical Professor at the George Washington University. He serves as a member of the Board of Directors of the DC chapter of the American Academy of Family Physicians.

From 2010-2013 he was appointed Associate Professor of Medicine in the Division of Family Medicine at the National University of Singapore Yong Loo Lin School of Medicine, where he served as Assistant Dean for Education. In his role as Assistant Dean, he directly oversaw the five-year undergraduate medical education curriculum, admissions and education technology,

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and supported student affairs, faculty development and quality assurance. He helped manage a staff of 50 people with a budget of more than USD\$25 million to support 1,500 medical students, more than 2,000 clinical teaching staff at nine public hospitals and clinics throughout the country. He also held the appointment of Senior Consultant in Family Medicine at the National University Hospital, Singapore. As part of his work, he has delivered professional training and consultations to health care leadership and government entities in areas pertaining to development and improvement of primary care delivery and of medical education and training programs.

He has received and participated in numerous research grants relating to patient safety, education technology and medical education from various organizations, including the U.S. National Institutes of Health (NIH), the Japanese Ministry of Health, Labour, and Welfare, the Singapore Ministry of Health, and others. His other research and teaching interests include quality improvement and international medical education. He has served on the Editorial Boards for the AAMC MedEdPORTAL – an international peer reviewed repository of multimedia medical education materials – and for MedEdWorld, a global online medical education community. From 2010 to 2016, he held the post of e-Editor for the journals *Medical Education* and *The Clinical Teacher*. He has published widely in the international literature with more than 50 peer-reviewed publications and more than 100 national and international presentations and workshops.

His other past experiences include: Associate Professor of Medicine at the University of Hawaii's John A. Burns School of Medicine (2000-2010), Visiting Researcher at St. Luke's International Hospital – one of the preeminent teaching hospitals in Tokyo, Japan (2007-09), and V.P. of Med Affairs for a successful medical device startup company developing patient safety equipment (2002-07). He has continued to maintain a clinical practice throughout his professional career and is currently a volunteer with the American Red Cross.

### **About Elson S. Floyd College of Medicine (ESFCOM):**

“A primary mission of land-grant institutions is to fill educational gaps that exist in their states and reach into communities with practical solutions to improve the quality of life of their citizens,” says Washington State University's Elson S. Floyd College of Medicine's Founding Dean John Tomkowiak. “WSU assessed the situation regarding the need to provide access to health care in challenging situations. The university stepped up and worked with legislators to authorize the launch of a second public medical school for the state of Washington.”



The mission of the Elson S. Floyd College of Medicine School is to: Develop practical solutions to challenging problems in disease prevention, health care access and delivery; Train primary care physicians who will work in Washington and help alleviate a shortage

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of doctors, especially in rural and under-served areas; and Develop a strong research component, with faculty members who work on innovative projects, sharing what they know with students in classroom and research settings.

According to the American Academy of Family Physicians, Physicians are more likely to practice in the areas where they receive their medical training. Unlike traditional medical schools that train students in a university-owned, campus-based teaching hospital, the Elson S. Floyd College of Medicine trains students in community hospitals and clinics across the state—in Spokane, Tri-Cities, Vancouver, Everett and surrounding communities.

The College was founded to improve access to health services in medically underserved communities in Washington. Expanding medical education opportunities throughout Washington builds a pipeline to communities that desperately need access to caring physicians.

“The Elson S. Floyd College of Medicine has created an infrastructure for health care education and delivery that is ‘bold, audacious, and visionary,’ the words so often spoken by the College’s namesake, the late WSU President Elson S. Floyd,” says Dean Tomkowiak. “He wanted the College to help expand access to health care in medically underserved areas of Washington.”



Starting in their first year, students gain experience working in a variety of community settings, including small hospitals and clinics focused on primary care. Through practical training, they build an understanding of the unique challenges that physicians in underserved regions face. They are taught how to engage community resources to forge solutions.

Elson S. Floyd College of Medicine not only trains physicians to meet the needs of today’s patients, but to anticipate changes in the delivery of health care that includes wellness, as well as treating diseases. It equips graduates to thrive in a rapidly evolving health care environment and gives them the technical, behavioral and leadership skills necessary to obtain exceptional results in the state’s most challenging healthcare environments.

To view the ESFCOM Organizational Chart, click [here](#). Read more on the School’s [Mission, Vision & Goals](#).

## **The Organization: Washington State University, located in Pullman, WA**

Founded as the people’s university in 1890, Washington State University (WSU) fulfills that commitment by transforming lives through education, research, and community outreach. As a comprehensive leading land-grant institution, WSU is committed to excellence in each of its research, teaching and outreach missions. With a focus on innovation, excellence, and accountability, continual enhancement of the quality, scope, and impact of research and educational endeavors are at the core of WSU’s strategic priorities.

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In 2015, the University celebrated 125 years of delivering life-changing knowledge and discoveries to citizens across the state, region, nation, and around the world.

The state’s only land-grant institution and one of two public research universities, WSU provides a world-class education to nearly 30,000 undergraduate, graduate, and professional students through five campuses (Pullman, Spokane, Tri-Cities, Vancouver, and Everett), online through its Global Campus, in extension offices in each of the 39 counties, and regionally based Research and Extension Centers in the state's key agricultural areas.

The University strives to ensure that higher education is accessible at an affordable cost—a decades-long WSU commitment to the state’s citizens. The University supports approximately 6,800 faculty and staff offering more than 200 undergraduate fields of study and 127 graduate and professional degree programs. Many academic programs win recognition nationally for excellence.

WSU is one of just 108 public and private universities in the United States—out of more than 4,500—singled out for its “very high research activity” by the Carnegie Foundation for the Advancement of Teaching. The University’s research agenda is focused on addressing challenges in health, sustainability, smart systems, national security, and opportunity and equity. WSU is a major driver of Washington’s economy, partnering with many of the state’s leading industries, including agribusiness, aerospace, health care, software, and construction.

The University is responsible for nearly 20,600 jobs statewide and generates an overall economic impact of more than \$3.3 billion annually. The institution’s operating budget expenditures total nearly \$2 billion annually. The appointment of Dr. Kirk Schulz as the University's 11th President in 2016 marks an exciting chapter in WSU's history that will build upon the success of the past and take the University to new heights. In recent years, the University has achieved significant accomplishments including the creation of the Elson S. Floyd College of Medicine on the Spokane campus; successful completion of a \$1 billion capital campaign; growth in overall enrollment; and an increase of students who self-identify as students of color. Annual research and development expenditures grew by more than 56 percent from approximately \$213.2 million in 2007 to nearly \$333.1 million in 2015, moving WSU into the top 11 percent of public research universities for research funding.

Click the following link for more information: [Washington State University](http://www.washingtonstate.edu)

## **Washington State University, located in Spokane, WA**

Located in the University District along the riverfront in downtown Spokane, WSU Spokane is the University's health sciences education and research campus. The campus is home to the Elson S. Floyd College of Medicine, scheduled to welcome its charter class in August 2017. The University has relocated all of its health sciences disciplines and built new facilities on the campus in recent years. Among the new construction: an \$80 million Pharmaceutical and Biomedical Sciences Building and a \$34.6 million Nursing Building. Nearly 1,500 undergraduate, professional, and graduate students pursue degrees at the 48-acre campus, which also houses programs offered by Eastern Washington University and is located just across the Spokane River from Gonzaga University.



Spokane is a major healthcare hub and the largest along the northern corridor of the United States between Minneapolis and Seattle. It offers the latest diagnostic and therapeutic care in all fields of medicine, and boasts four major hospitals, including Providence Health's 644-bed Sacred Heart Medical Center. Complete with a rich cultural scene, historic neighborhoods, urban appeal, and easy access to four-season outdoor recreation, Spokane supplies a high quality of life for the nearly half million residents who live in the region.

**For information about each location, please visit the below links:**

**Spokane:** [www.spokane.wsu.edu](http://www.spokane.wsu.edu) and [www.greaterspokane.org](http://www.greaterspokane.org)

**Vancouver:** [www.vancouver.wsu.edu](http://www.vancouver.wsu.edu) and [www.vancouverusa.com](http://www.vancouverusa.com)

**Tri-Cities:** [www.tricities.wsu.edu](http://www.tricities.wsu.edu) and [www.visittri-cities.com](http://www.visittri-cities.com)

**Everett:** [www.everett.wsu.edu](http://www.everett.wsu.edu) and [www.everettwa.gov](http://www.everettwa.gov)

### **Location: Spokane, Washington**

Blessed with a unique combination of outrageous outdoors and amazing attractions, incredible arts and delectable dining, and a historic past living seamlessly with a vibrant future, it's easy to see why Spokane is, "Near nature. Near perfect."

Few places in the U.S. can lay claim to the vast amount of activities that the Spokane Region brings to the table. What's more, in Spokane it's all just a short drive away. From thrilling



whitewater or downhill adventures, to inspiring art and powerful Broadway performances, the Spokane Region offers enough activities to pack any vacation calendar.



Exciting outdoors doesn't even begin to describe what the Spokane Region offers the recreation enthusiast. The Cascade and Rocky Mountains offer a haven for powder hounds in the winter and hikers and bikers in the summer. Seventy-six lakes and rivers offer countless opportunities for raging whitewater, classic kayaking, swimming and fantastic fishing. Prefer playing for par? Step up to the tee at one of 33 courses where challenging play pairs with unrivaled beauty creating an unforgettable golfing experience.

Amazed by the arts? Show some love to your artistic side with a trip to the Spokane Region. Broadway performances, intriguing art galleries, world-class museums and powerful stage performances are waiting to be discovered. Just have to shop? Satisfy your shopping sensation in sparkling new malls, unique boutiques, world-renowned department stores and eclectic antique galleries.

Spokane is also a major healthcare hub and the largest along the northern corridor of the United States between Minneapolis and Seattle. It offers the latest diagnostic and therapeutic care in all fields of medicine, and boasts four major hospitals, including Providence Health's 644-bed Sacred Heart Medical Center. Complete with a rich cultural scene, historic neighborhoods, urban appeal, and easy access to four-season outdoor recreation, Spokane supplies a high quality of life for the nearly half million residents who live in the region.

Whether you're coming for a visit, planning to deliver quality healthcare to the region or considering relocation, Spokane is a great place to see! For more information about the Spokane Region, click the following link to [Visit Spokane](#). Considering relocation? Click the following link for more information about [Relocating to Spokane](#).

### **Procedure for Candidacy:**

Washington State University has retained the executive search firm, Kaye/Bassman, to recruit candidates for this position. The search process is currently underway and will continue until the position is filled.

Nominations, expressions of interest, and applications (including a cover letter and CV) should be submitted electronically to the executive search consultant supporting this search, **Eric Dickerson**, Managing Director & Sr. Practice Leader, Kaye/Bassman International:

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